

Team Development Toolkit: Storming



Definition	Interpersonal conflicts can arise as the team grows accustomed to how everyone works. Members start to communicate feelings but still view themselves as individuals rather than part of the team. They may resist control by group leaders.	
Current State & Future Stage Goals	Navigate conflict, improve communication, and build trust.	
Looks, Sounds, Feels Like	• Conflict • Competition • Disagreements • Frustration • Tension	• Doubt • Arguments • Power struggles • Gossip
Tips	• Agree on how to handle conflict productively as a team, focusing on the problem and not the person. • Surface issues, create solutions and learn from different ways of doing things. • Accept personal differences in working style as part of being in a team.	
Actions by Stage View Storming Resources on the Team Development Toolkit webpage.	• Team Agreements ◦ Anchor to the team agreements you completed in the Forming Stage to surface and resolve issues completely and quickly. Remind team members by keeping the agreement visible. • 15-Minute Team Huddle Guide ◦ Participate in and/or conduct a weekly team huddle to align on progress and blockers. • Participate in Employee Check-Ins ◦ Raise challenges and celebrate wins not only with your supervisor, but also your team! • Work Culture Discussion Guide ◦ Remember to connect teams around public service common goals.	

Unsure of which stage your team is in? Complete a [Team Development Stage Assessment](#).